

Diversity Subcabinet Problem Solving Phases with Roles & Responsibilities

gPDCA Phase	9 Step Problem Solving Activity	Civil Rights Coalition	Support Team	Diversity Subcabinet Chair	Diversity Subcabinet
Grasp the Situation	1. Identify the concern in simple terms.	Input		Draft	Confirm
	2. Gather data and understand the current state.	Review	Perform		Review
	3. Set a target.	Input	Draft options	Review and recommend	Decide and commit
	4. Write a problem statement(s).	Input	Draft options	Review and recommend	Decide and commit
	5.A Analyze the gap: Find root causes.	Input	Perform analysis	Review and recommend	Review, decide and commit
	5.B Analyze the gap: Select countermeasures. (Draft Plan)	Input	Propose countermeasure menu (immediate, medium and long-term)		
	Completion of Phase 1 of Support Team's Initial Commitment				
gPDCA Phase	9 Step Problem Solving Activity	Civil Rights Coalition	Improvement Teams for Selected Countermeasures	Diversity Subcabinet Chair	Diversity Subcabinet
Plan	6. Plan to test the countermeasures.	Input	Perform		Support and remove barriers
Do	7. Do test the countermeasures.	Input	Perform		Support and remove barriers
Check	8. Check the results of the test and learn.	Input	Perform analysis		Review
Adjust	9. Adjust the plan.	Input	Propose adjustments	Review and recommend	Decide and commit